Culture Committee

Committee Meeting Objective: Kickoff meeting – interest levels and introduction
Date: 2019/09/15
Location: Scottsdale, AZ
Time 13:00-15:00pm CST
Chairperson: Rachel LaVoie

Preparation
Please review the agenda below and come prepared with any talking points in for items declared as “All members” (prep time approx. 30min)

For members who would like to be influencers, please have the following ready (prep time approx. 1hr)
- Review talking points sheet on the Influencer Toolkit Google Drive
- Review Culture Committee video in the Influencer Toolkit
- Further discussion with influencers shall be held post-meeting – please indicate interest to chairs

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
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<tr>
<td>13:00-13:05 - Targeted mindfulness</td>
<td>Short opening practice to set intention for the meeting for optimal engagement</td>
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<tr>
<td>13:05-13:20 - Introduction of Committee Co-Chairs &amp; Influencers</td>
<td>Officer introductions and the goals of this committee (Rachel LaVoie &amp; Jessica Fernandes)</td>
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<td>13:20-13:40 – Exploratory conversation about professional development skills</td>
<td>Poll members on professional development skills and discuss as a group</td>
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<td>13:40-13:50 – Social learning</td>
<td>Discuss professional development with targeted questions learning from your peers</td>
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<td>13:50-14:00 – Energizing break</td>
<td>Join us in stretching and rehydration or take a quick walk around the conference center</td>
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| 14:00-14:20 – Exploratory conversation on Diversity & Inclusion | Introduce with a CNN Money interview with Accenture CEO (all members to discuss the below)  
  - What have you seen about D&I initiatives in your company and in the industry?  
  - What are their ideas and visions for improvement for D&I? |
Committee Meeting
Agenda & Minutes

<table>
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<th>Agenda Item</th>
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<tr>
<td>14:20-14:40</td>
<td>Social media as a tool: Discuss social media tactics as a tool and discuss as a group how we utilize this tool currently</td>
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<tr>
<td>14:40-14:50</td>
<td>Social learning: Discuss social media with targeted questions learning from your peers</td>
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<td>14:50-15:00</td>
<td>Questionnaire and feedback discussion: Take the committee survey on the EGSA app and discuss the strengths &amp; improvement items for our meeting</td>
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Action Items (additional space on back)

This committee meeting was a planning session on how we would like to service the members of EGSA. Culture committee meetings will typically have a different structure than having exploratory conversations, but for the purposes of an inaugural meeting we had a guided discussion as detailed below:

What the members would like to see from this committee:

- Case study of successful D&I implementation in an industry company
  - ComEd Diversity & Inclusion Director as a potential option
- Either a presentation or panel on productivity
  - How do we gather good data? Most of our industry in manual
  - Best practices on system implementation and design
    - Much of the approval process lies in: investment, time restraints, and integration efforts – how do you pitch this correctly?
- Presentation on change management
  - Technicians are getting harder to find, so how do you effectively implement "change" so there is no talent loss?
  - Case study: Kate from RX systems on load bank technology advancements?
- Efforts on how our industry more inclusive for Spanish speaking technicians
  - Can we offer courses or eLearning in Spanish?
- Efforts to change the perception of EGSA in the eyes of the technician schools
  - Currently, only see us as a certificate – what else are we offering as an invaluable resource to technicians that they can’t get anywhere else?

Discussion on Diversity & Inclusion:

- Diversity shouldn't be looked at as "buckets" – more like a specific mindset or perspective
- Inclusion & participation – how can we gather data on each company in EGSA for their current employee landscape? We can paint a better picture of our industry with concrete data. Can use a university to gather this information for us so it's a blind experiment.
- To include more diverse groups with a value-add, can we add a session on Tuesday afternoon for a variety of roles as an option to the networking activities?
- How can we effectively let everyone know what each committee is working on? Should the culture committee lead a call to keep the chairs aligned throughout the year?
- To get a larger technician demographic at EGSA, can we leverage a Knowledge Hub specific to technicians at PowerGen in the EGSA pavilion? Give 15 minute presentations from TOC or D/D?

Other items:

- Can we get social media training into the general session? To target the younger generation of technicians and engineers in the onsite power industry, we need to change our strategy.
- Zapping the Gap – Megan from CAT as a Diversity & Inclusion speaker?
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<th>Deadline</th>
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<td>Change management speaker</td>
<td><strong>OWNER OPEN</strong>&lt;br&gt; All to look for speakers</td>
<td>November 15</td>
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<td>Social media training for general session</td>
<td>Rachel &amp; Jess to coordinate with EGSA staff &amp; conference planning committee</td>
<td>November 15</td>
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<td>PowerGen 2020 Knowledge Hub for Technicians</td>
<td><strong>OWNER OPEN</strong>&lt;br&gt; Rachel has clarion contacts for Knowledge Hubs – would like to engage D/D committee to make a joint effort before going to EGSA staff</td>
<td>Spring 2020 conference need concept solidified</td>
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